The Government of West Bengal have been considering for some time past, the changes that have taken place in the structure of emoluments of the non-teaching employees of the State-aided Universities, employees of the West Bengal Higher Secondary Council and the West Bengal Board of Secondary Education. Conditions have also been changed in several respects since the last Pay Committee constituted under Finance Department’s Resolution No. 960-F dated 24th January, 1996 submitted its report. Accordingly, the Governor has been pleased to constitute a Pay Committee comprising the following:-

1. Prof. Amaljyoti Sengupta, Retired Vice-Chancellor, 
   Bengal Engineering and Science University  é  Chairman

2. Shri Rajat Kumar Bandyopadhyay, Ex-Registrar, Jadavpur University  é  Member

3. Shri Jayanta Kumar Duttagupta, WBCS (Ex) Retired  é  Member-Secretary

2. The terms of the reference of the above Pay Committee will be as follows:

   (i) To examine the present structure of pay and conditions of service after taking into account the total package of benefits now available to the non-teaching employees of the State-Aided Universities, namely 1. Calcutta University, 2. Jadavpur University, 3. Burdwan University 4. North Bengal University 5. Kalyani University 6. Rabindra Bharati University 7. Vyasagar University 8. Bidhan Chandra Krishi Viswa-Vidyalaya 9. Bengal Engineering and Science University 10. West Bengal University of Technology 11. West Bengal Health University and 13. North Bengal Krishi Viswa-Vidyalaya as well as the employees of of the West Bengal Higher Secondary Council and the West Bengal Board of Secondary Education and suggest changes which may be desirable and feasible, keeping in view, inter-alia the need of benefits of the employees, the needs for more people orientation, social accountability and efficiency of the administration, the recommendations of the Fifth State Pay Commission as and when available and the decisions of the State Government taken thereon;
(ii) To examine the existing promotion policies and related issues and suggest suitable changes, which may be desirable and feasible, after taking into consideration the norms of efficiency / productivity, wherever relevant and having special regard to the need for improving people-orientation, social accountability and efficiency of the administration;

(iii) To examine the allowances, concessions and benefits in kind which are available to the employees in addition to the pay and to suggest changes which may be desirable and feasible;

(iv) To examine the issues relating to the retirement benefits, and

(v) To make recommendations on each of the above having regard inter-alia, to i

   i) The prevailing pay structure under the Central and other State Governments as well as that obtaining in different Universities / Higher Secondary Council / Board of Secondary Education.

   ii) The economic condition of the country, financial responsibility of the Government of India and the pattern of allocation of revenues to the State.

   iii) The resources of the State Government as well as the State-Aided Universities, West Bengal Higher Secondary Council and the West Bengal Board of Secondary Education and the demands thereon on account of the commitment to developmental activities.

3. The Committee will devise its own procedures and may appoint such advisors, institutional consultants and experts as it may consider necessary for any particular purpose, in consultation with the State Government. The Committee may call for such inform and take such evidence as may be considered necessary. The Universities, Council, board and appropriate Government Departments of the State Government will furnish such information, documents and other assistance as may be required by the Committee. The Government of West Bengal trusts that the Service Associations and Unions of the employees of the Universities, Council, Board and other concerned will extend to the Committee their fullest co-operation and assistance.
4. The Committee will look into the anomaly, if any, which may be in existence in the pay-scales and service conditions of the employees and suggest measures for removing such anomaly.

5. The Committee will make an estimate of the costs involved in implementing their recommendations and suggest measures for avoidance of wasteful expenditure and other measures for economy. The Committee will also suggest measures for promoting efficiency.

6. The Committee will submit its recommendations as soon as practicable but preferably within a period of six months from the date of order notifying the constitution of the Committee.

7. The Committee may submit interim recommendations if found necessary or if so desired by the Government.

ORDER

Ordered that the resolution be communicated to the concerned Administrative Departments and to the concerned Universities, the Council and the Board.

Ordered that the resolution in the Calcutta Gazette.

By order of the Governor

Dipankar Mukhopadhyay
Principal Secretary to the Govt. of West Bengal